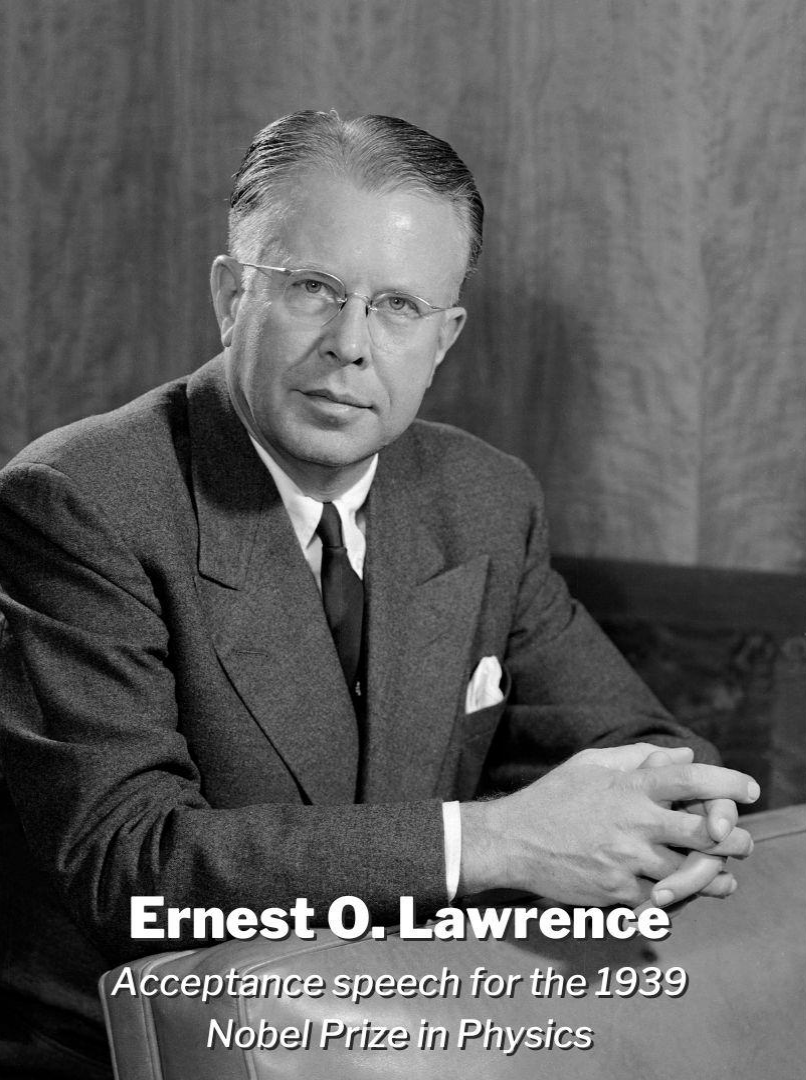


Stewardship Values: Respect

Reiner Kruecken

May 13, 2025



Ernest O. Lawrence

*Acceptance speech for the 1939
Nobel Prize in Physics*

“ —

Scientific achievement is rooted in the past, is cultivated to full stature by many contemporaries and flourishes only in a favorable environment. No individual is alone responsible for a single stepping stone along the path of progress, and where the path is smooth, progress is most rapid.

[Audio Clip](#)

A person in a dark jacket stands with their back to the camera on a paved path. In the background is a large, dark, domed building with a small cupola on top. The sky is a mix of orange, yellow, and grey, suggesting a sunset or sunrise. To the right, there's a modern building with glass windows and a staircase.

Our Mission

At Berkeley Lab, our collective **purpose** is to serve humankind through **science**.

Our Responsibility

As leaders and citizens of the Lab, we are **entrusted** to care for the people, research, and resources that make our mission possible, a responsibility we call **stewardship**.

Our Commitment

In taking care of the Lab and each other, we commit to these **core values** that guide our **decisions and behaviors**.

The Stewardship Core Values

<https://stewardship.lbl.gov/>





respect

WE CARE FOR ONE ANOTHER

We depend on contributions from many people, disciplines, and roles to unlock the potential of individuals and teams. Each of us takes responsibility for the well-being, safety, and belonging of others in our communities.

<https://stewardship.lbl.gov/values/>



Associated Behaviours

- Show appreciation for and **actively recognize** others' contributions
- Promote a **climate of belonging**.
- Openly **receive feedback about the impact** of your words & actions.
- Assume positive intent & **listen actively**
- **Act as an upstander** by speaking up when witnessing behavior that does not align with stewardship values
- Take personal responsibility toward **sustainability goals for the planet**.

<https://stewardship.ibl.gov/values/>

Work and life intersect in many ways, and it is important to strive for a balance that is constructive and healthy, both mentally and physically. As integral members of Berkeley Lab and the Physical Sciences Area, we in the Nuclear Science Division strive to deliver on our science mission while embodying the [Lab's stewardship values](#) of Team Science, Service, Trust, Innovation and Respect in all we do. With the below agreement, we aspire as a community to identify a common set of guidelines, and articulate our shared values and intentions, all to empower ourselves to advocate for work-life balance and support each other through our actions. The agreement builds on the work by the [Physical Sciences' Workplace Life Committee](#) and the [Work-Life-Balance policy statement](#) by the PSA.

Our responsibilities to the community

We have moral and ethical responsibilities as citizens of the scientific community and the world. To fulfill these responsibilities, we will:

- Strive for scientific excellence while conducting ourselves with integrity and professionalism
- Represent the Lab's stewardship values to the broader community

Our responsibilities to our colleagues

We belong to teams. To engage and communicate with them **respectfully** and effectively we should prioritize one another by:

- Expressing encouragement and appreciation
- Supporting each other with constructive feedback when appropriate
- Allowing others to be their authentic selves and treating them with the same fairness and respect that we expect to be shown to us
- Empowering different work styles and modalities for mutual success
- Demonstrating transparency in decision-making and including others in shared decisions
- Working within each other's work-life boundaries
- Protecting each other's health and respecting each other's privacy

Our responsibilities to the Lab

We are each a part of the larger Lab community, working together toward a shared mission. We can enact this by:

- Ensuring responsible stewardship of resources
- Contributing to a strong safety culture
- Incorporating the Lab's stewardship values in our work
- Leading by example; doing so effectively, responsibly, and with accountability
- Listening to others' perspectives on work environment and research
- Raising concerns through appropriate channels, holding ourselves and each other accountable

Our responsibilities to ourselves

We are all individuals who thrive when embodying self-care, living authentically, and protecting our boundaries. We can realize our best selves by:

- Prioritizing our own physical and mental health
- Using sick leave and other types of leave when needed
- Setting work-life boundaries that are effective for ourselves, e.g. by unplugging after hours or when on vacation
- Recognizing that admitting mistakes or asking for help are not signs of weakness

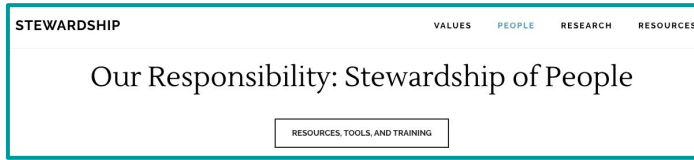


Actions to take



Stewardship Values Toolkit - Discussion Guide

- Teams should discuss their workplace culture and dynamics regarding the value of “**respect**”
 - The Stewardship “**Values Conversion Toolkit**” helps guide teams through this.
- Individuals should contribute to fostering a respectful workplace culture where everyone feels safe, valued, and empowered to do their best work
 - Thank team members and recognize them for their contributions.
 - Provide constructive feedback.
 - Prioritize clear communication, encourage active listening, and demonstrate empathy and understanding.
 - Be responsible for your own actions and hold yourself and others accountable.
 - Be an upstander and call out disrespectful behaviour



Resources

- [Principles of People Stewardship](#)
- [Team Building & Creating a Stewardship Culture](#)
- Appreciation
 - SPOT Awards
 - “Nuclear Science Community Recognition” (Bucketlist)
 - Director’s Awards
- Constructive Feedback
 - [Coaching with Feedforward](#)
- Working with different workstyles/modalities
 - [Flexible Work Resources](#)
 - Courses for individuals and managers
 - [Building Relationships & Teams](#)





BERKELEY LAB

Bringing Science Solutions to the World



U.S. DEPARTMENT OF
ENERGY

Office of Science

Next Steps

A deeper dive into the remaining core value



innovation

Community Resources

- [NSD Job Posting Assistance Fund](#)
- [stewardship.lbl.gov](#)
- [NSD Community Agreement](#)
- [Employee Resource Groups](#)

Consider joining one of the Committees!

- Community Stewardship Committee - NSD-CSC@lbl.gov
- Outreach Committee - NSD-Outreach@lbl.gov

Get Involved in Service and Outreach This Month!

K-12 STEM Outreach Opportunities

- Be a presenter for the Reverse Science Fair
- Assist with hands-on STEM activities for Bay Area 6th graders
- Support the Science en Acción (SeA) STEM camp 2025
- Career Panelists needed for March High School STEM Day
- [Be a judge](#) for the Contra Costa County Science Fair
- Visit the K-12 Outreach and Education homepage to sign up for the newsletter and read more about the programs!
 - <https://k12education.lbl.gov/home>

Community Service Opportunities

- Volunteer with the Food Bank of Contra Costa and Solano (FBCCS), the UC Berkeley food pantry, or the Alameda County Community Food Bank
- Volunteers Needed for the Berkeley Lab Booth at Warriors' STEAM Fest
- Volunteer with Meals on Wheels
- Become a tech volunteer for Ashby Village
- Get involved with Homies Empowerment
- Become a STEM Ambassador for Lawrence Hall of Science

Sign up to volunteer for these opportunities and more at
<https://service.lbl.gov/need/>



BERKELEY LAB

Bringing Science Solutions to the World



U.S. DEPARTMENT OF
ENERGY

Office of Science

Thank you